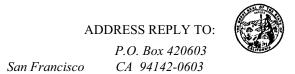
DEPARTMENT OF INDUSTRIAL RELATIONS DIVISION OF LABOR STATISTICS & RESEARCH 455 Golden Gate Avenue, 9th Floor San Francisco, CA 94102



HOLIDAY PROVISION

FOR

READY MIX DRIVER

IN

LOS ANGELES, ORANGE AND VENTURA COUNTIES

C-MT-261-X-258

ARTICLE VII PAID HOLIDAYS

Section 1. Holidays Paid. All eligible employees shall receive eight (8) hours pay at their straight time rate set forth in Section 1 and (where applicable) Section 4 or Article IV of the following holidays not worked:

New Year's Day Independence Day

Memorial Day Labor Day

Thanksgiving Day Christmas Day

the day after Thanksgiving Day

When any of these holidays falls on a Sunday, the day designated by the Governor of the State of California shall apply, in such cases, as the holiday. (As to a holiday occurring during vacation, see Article VIII, Section'1).

Section 2. Eligibility. Each employee who has been on the payroll of the Employer for a period of four (4) months or more shall be eligible for holiday pay, provided that:

- The employee works his/her full scheduled shift on the working day immediately before and following such holiday unless:
 - the employee's absence is caused by illness
 - the employee's absence is excused by the Employer, or
 - the employee is laid off on either of such days by the Employer, and 3)
- The employee performs some work on any of the five (5) working days immediately before or the five (5) working days immediately after such holiday, unless the employee is a driver who has been laid off due to a breakdown of his/her truck or unless the employee is on a paid vacation to which the employee is entitled under Article VIII hereof, and

The employee did not refuse to work on such holiday, if requested.